

# 2018 MLK Awards Luncheon: Post-event Analysis

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## About the Survey

The post-event survey was sent to 160 people consisting of those who submitted an online RSVP and checked in at the event as well as those who didn't submit an RSVP but signed in at the event, we received 51 responses.

## Ratings

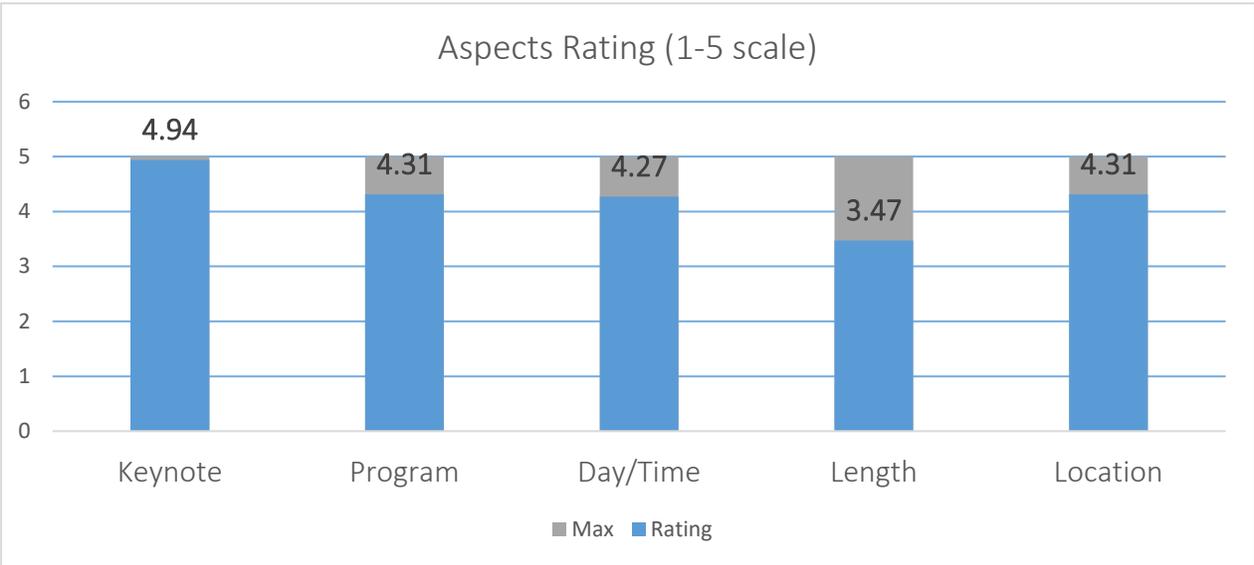
Overall Event:  
On a 10-point scale, the event averaged 8.6 (high = 10 / low = 7)

Rating	# Responses / % of Total	Rating	# Responses / % of Total
10	13 / 27.66%	9	13 / 27.66%
8	10 / 21.28%	7	11 / 23.40%

Individual Aspects:  
Individual aspect (speaker, program, etc.) ratings used a 5-point Likert scale: excellent, good, average, poor and terrible.

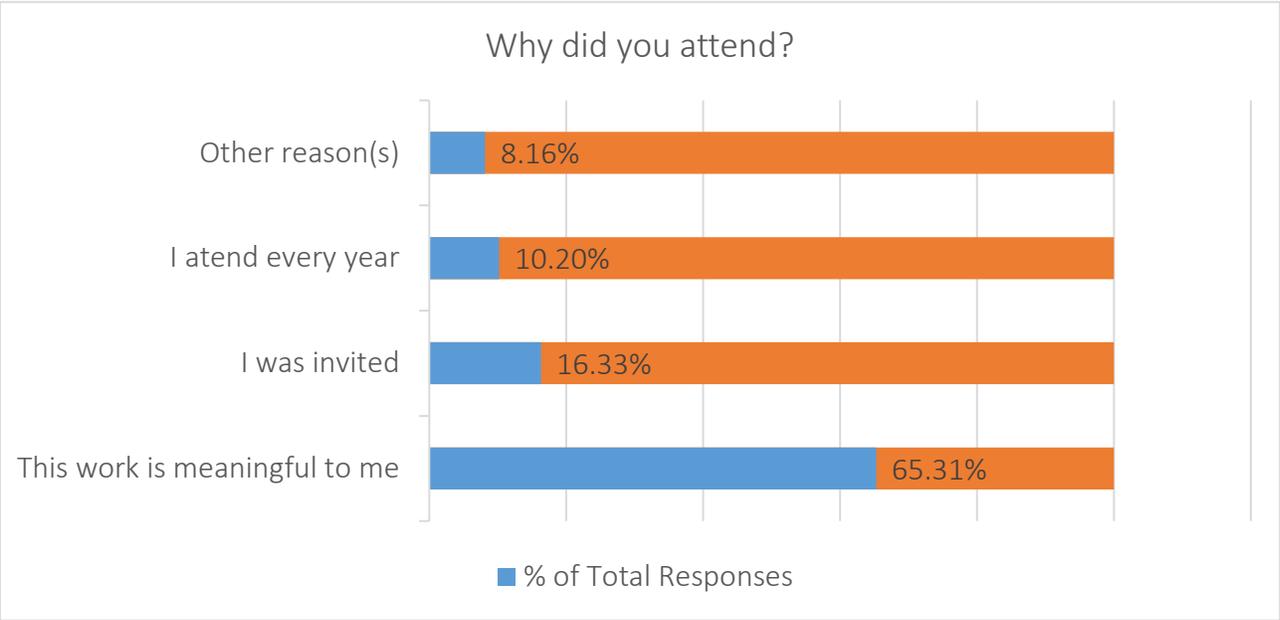
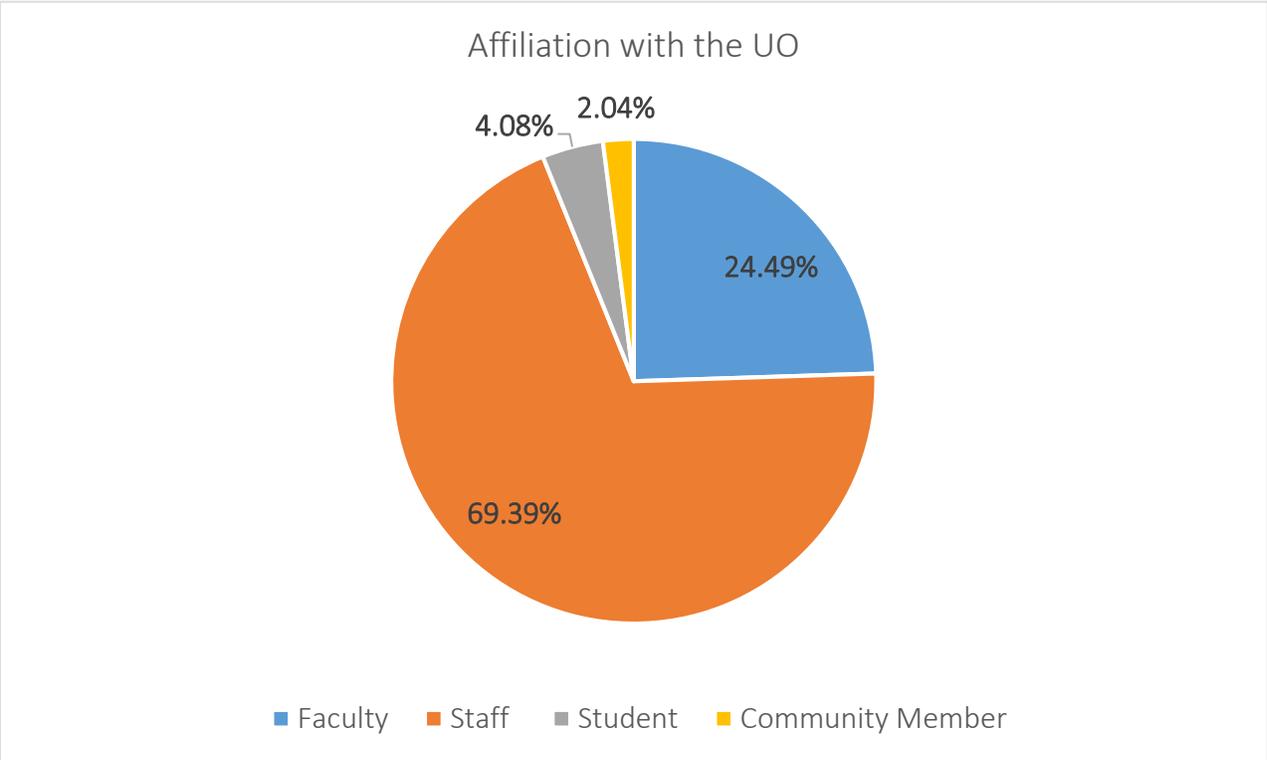
	Speaker	Program	Day/Time	Length	Location
Excellent	44	18	16	5	21
Good	3	28	30	23	22
Average	0	3	3	11	6
Poor	0	0	0	10	0
Terrible	0	0	0	0	0

Presented visually (excellent = 5, good = 4, average = 3, etc.)

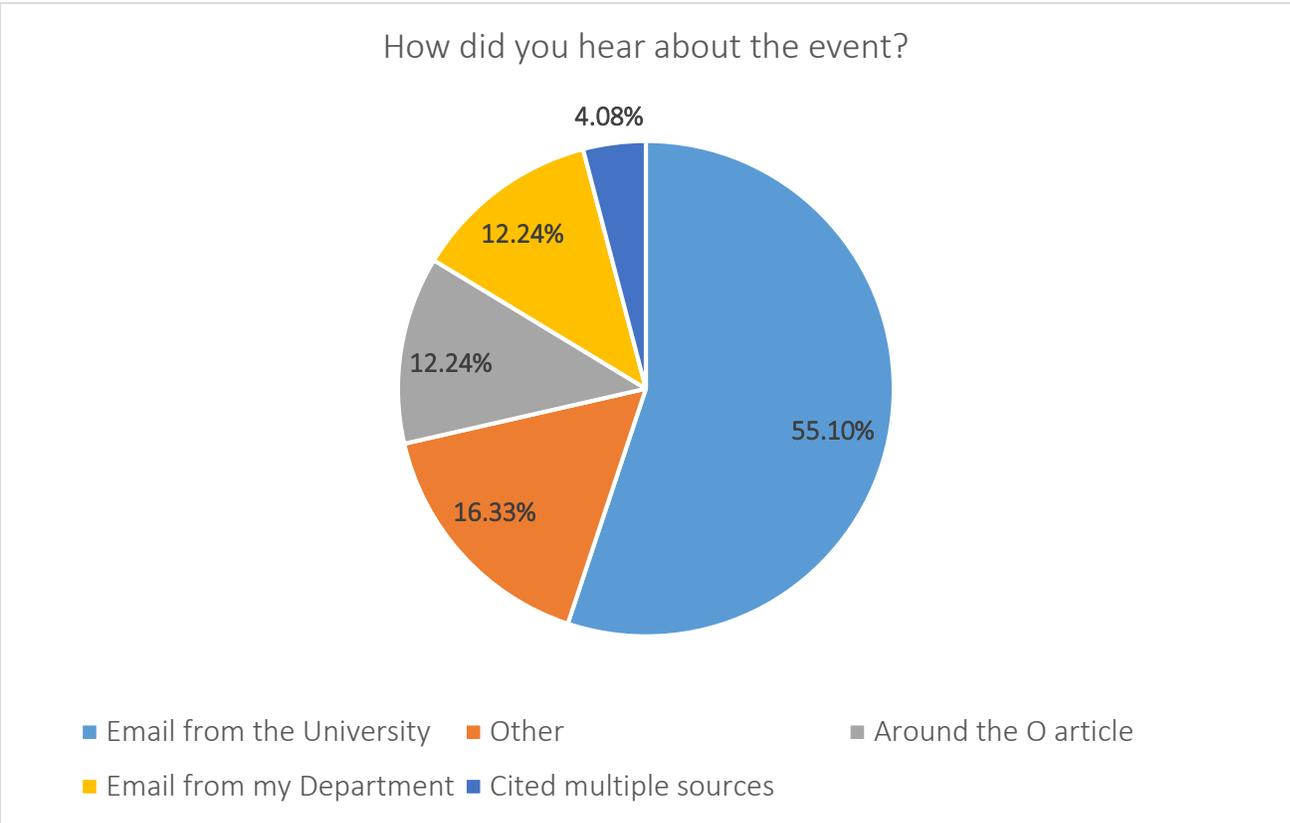
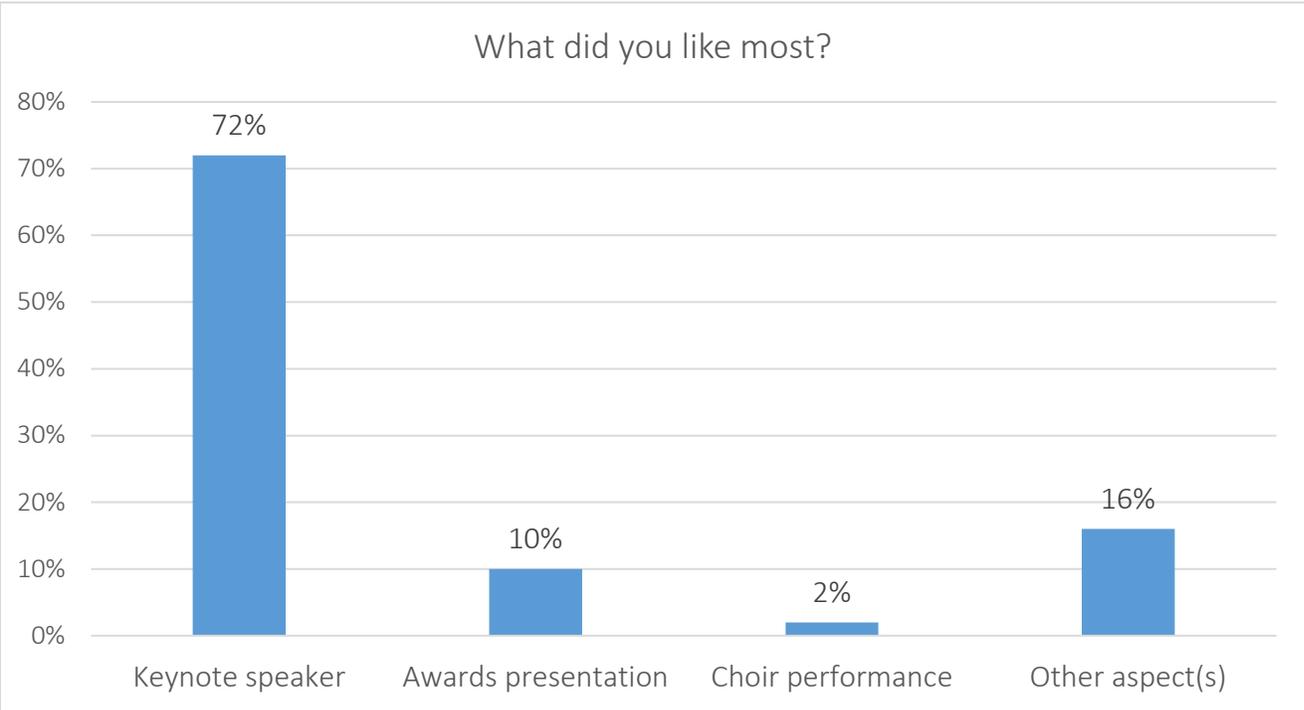


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## Responder Information and Feedback



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## Appendix 1 (non-food comments)

### How do you think the luncheon could have been improved?

I had a meeting at 1 pm and was incredibly sad to miss the keynote because I had conflicts with other times she was speaking in Eugene. I would have preferred just one song from the gospel choir, even though being a musician myself, I completely understand not wanting to make the effort to get there to sing one song! I just can't take two hours away from work to participate.

More space for the event.

It is odd to be at a 2 hour event and never really have time to talk to the people at your table. It ends up feeling very passive, though the choir and keynote speaker certainly got our attention.

The email about the event came a little late. My office nearly missed the RSVP deadline. The number of admin speakers was a bit overwhelming. It would have been nice to give the keynote a little more time. She felt rushed, and that was in part because of the length or number of admin speakers. I would have loved to give Nina more time or (at least) make it to where she did not need to feel rushed. She was GREAT!!!

- 1) Follow the outlined program-- it was a little confusing that it was out of order and a large amount of people thought the event was over after the keynote speaker was finished.
- 2) If the keynote speaker next year will be as enthralling and dynamic, perhaps trim the other parts of the program to allow more time for them to speak.
- 3) Shorten the program by 20 - 30 minutes
- 4) When awarding the winners, have all the winners come up the stage before announcing their accomplishments, ask the audience to hold their applause to the very end, and then go through and talk about each person/group individually with photos after the applause.

In previous years, I enjoyed hearing a few words from the honorees. I understand that some difficult programming decisions go into an event like this, and I suspect the cut was to accommodate the keynote speaker (whom I also enjoyed!). I don't know the answer to this without extending the programs length significantly, but thought I'd mention it! Overall, I thought this year was a fantastic program!

Unfortunately I had to leave early due to an unmissable meeting and didn't get to see the keynote (thus why I didn't score it above), but I hear it was wonderful.

While I really enjoy the luncheon and the performance of the gospel ensemble, I'm uncomfortable with the religious content of the music. I think this year the choir might have sung fewer openly Christian songs, but the one call-and-response/audience participation song was about praising Jesus Christ, which I felt somewhat pressured into participating in. I know that Dr. King was a Baptist minister, and his faith was foundational in his social justice activism and for many of his contemporary followers and fellow activists, so it is fitting that a luncheon in his honor include some openly religious music. But I feel very uncomfortable singing the praises of a deity I don't believe in, in the course of my workday, and I know I'm not alone. At the same time,

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I love music and the ensemble's performance is a big part of the luncheon, and I like to participate! In the interest of offering a solution, perhaps next year the call-and-response/audience participation song could be more secular?

Possibly having the choir start earlier at 11am while participants are still gathering which will allow them enough time to perform their three songs and also encourage fellowship.

I really enjoy hearing from the award winners. I assumed timing was the issue this year but hearing about their work and experience in the past has been my favorite part.

Would love to see it in the EMU ballroom, we are always packed into FAC and no one can move around tables once folks sit. It's distracting and difficult to stand and clap and let servers come through. Key note was on point and should have come much earlier in the event. It ran over and this was distressing for folks with appointments. The mood changed dramatically from one point to another with the singing (inspirational and MLK based) and fantastic spoken word from a student (people were teary eyed) to slow with awards and Galvan MC'ng. I could have done without any awards and the patting on the back to more focus on the keynote and our presidents message and the students (girls from the sorority reading Maya Angelou was fantastic). Beyond fantastic speaker this year. Please get your timing on the slides corrected with the repeated images and the time out every ten minutes. I would love to see more images centered on MLK maybe his speeches in print on the screen, this is a chance to educate folks about him specifically. You could fill this event and do something else with awards. We need education and inspiration and we are isolated in Eugene I am guessing most of the folks attending only get exposed to something like the speaker you brought through this event. There is no southern Baptist black church here. This is the opportunity to expand peoples experience and I would love to see the focus on that. As for timing I believe it went over last year too - squeezing too much into too little time.

I don't mind that it runs over personally, but judging from the mass exit around 1:00pm, a lot of people do need it to be/plan that it will run on time. Some of the program could be more streamlined. For example, taking out some of the intros/mc time could help it be more succinct.

The event gets a little long but I honestly don't know what could be cut out. Every piece of it was wonderful.

Shorten the length of the program, shorter and fewer speeches from UO folks, more time for the keynote speaker. It would be helpful if the luncheon followed the order of the program.

Not much room for improvement. It is a great. Love the choir the speakers, the students present. Maybe give student leaders the role of MCs not just UO administrators. This was done at NAACP event and it was great. It was hosted and led by high school and college students.

Excellent

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The choir students were great and exuberant, but to start things off in such an overtly religious way was awkward. Of course, the Rev. Dr. King's teachings, work and philosophy can't be decoupled from his faith and beliefs, but for a university event, it was a bit awkward. Maybe it was because I had just seen Book of Mormon the night before. However, I think the discomfort mostly came from the fact that gospel choir is at its best with audience participation, but asking a room full of people who are not there for religious purposes to praise Jesus or sing along with words to that effect was slightly disorienting and could be somewhat unwelcoming and unsettling to some. I thought the choir and the students in it were great, but it could have used a bit more contextualization to explain the tradition and its connection to the work of King.

Keeping on schedule, I had to leave before the keynote was done speaking because the event was supposed to be over at 1pm

Let the awardees speak. It seemed incongruous to award these individuals for their commitment and compassion but then to deny them their voice. I'm sure that was not the intention but it was the result.

My only nit-picks would be to thank the service next time (apologies if I missed that, but I did not catch anyone on the stage/mic take the opportunity to thank the service staff, seems especially appropriate for this particular event), and that the email indicated parking would be validated until the end of the event but no one was at the table and the front desk people said they could only validate for tours. I ended up 20 mins. late back to work due to trying to track down someone who could help me, it is embarrassing to admit but I don't have much money in the bank and that parking fee would have hurt my budget quite a bit if the parking attendant hadn't let me out for free. In the future, I will likely hesitate to attend another event if it occurs during the middle of the month in which I have no parking money and worry that my parking will not be validated.

Eliminate the standing ovations, old clapping until the end.

More choir would be great. Perhaps have them close out the event as well as open it? I don't really have any substantive ideas because this year was so good!

I would block it for 2 hours so we can plan accordingly. I may have made the choir piece a bit shorter, although it was a great way to begin the program. I would also take care with the religious tone of the overall event in order to be inclusive to all faiths and beliefs.

The luncheon agenda was phenomenal. I enjoyed every part of it. My two suggestions are shortening the agenda some so that it allows staff that are on office coverage to be able to attend the full event. A two hour event is difficult to accommodate, keeping in mind that attendees have to get back to the office to allow other staff to break for lunch. The event was phenomenal nonetheless!

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Maybe take 5 minutes to ask everyone at each table to make sure they all knew each other - and to share one way they are engaging in the work to promote social justice - before the program starts.

I had class right at 1 but from what I could tell, things were running a little behind schedule. The most obvious place to condense would be to cut the number of songs at the beginning. Also, I think it is wholly appropriate to celebrate the religious aspects that have been formative in African American culture. Still, as a Jewish person I felt uncomfortable being asked to sing along to a song praising Jesus. A minority religious culture is fundamentally different from an oppressive majority one (which is why I think the gospel songs were appropriate in general), but nonetheless it was hard not to think about the fact that my ancestors literally gave their lives rather than praise other gods. It was great to have a sing-along song but to me it would be preferable if a more ecumenical song could be selected for the singalong part.

Gospel Choir is wonderful, but took too much time.

The luncheon went almost 40 minutes over its end time. I think connecting with speakers ahead of time and letting them know the importance of staying to their time is needed. Specifically, I think the choir should be limited to fewer songs next year, as that started the event behind schedule.

It was well done. I have no suggestions for improving it.

The event should start promptly on time. Many people had to leave for various reasons and were unable to see the keynote speaker.

My only critique was that it ran long so a number of people had to run off to teach or to get to other commitments.

I planned for only 90 minutes, so I had to leave early, in the middle of a really inspiring keynote talk, in order to arrive (almost 15 minutes late) at my next appointment. I don't know if I would have committed to a 2-hour or 2 1/2 hour event, but if that's how long it's going to last in reality, I'd rather know in advance so I don't have to choose between leaving early or standing up someone else. Also, the venue is appropriately classy, and it being a bit isolated from the main campus feeds into that, but shouldn't an event like this be in a more public place, like somewhere in the EMU, where lots of students and/or visitors will see it by chance and wish they were involved?

Keep it shorter. Reduce the number of university officials speaking, especially if they are just reading their speech. The awards part seemed like it could have been more efficient and organized. Have it for a bigger audience so more can appreciate it.

Slightly adjust time down by about 20-30 mins

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I highly enjoyed this luncheon-- from the choir to the food to the community and the keynote it was a great time! I don't have any suggestions for improvement.

I was under the impression the luncheon was over at 1pm but it was over around 1:30pm. My only recommendation is to let the audience know during the luncheon if we should expect the program to run a little longer than originally planned so we could rearrange our schedules if possible

It was too long. Although every performance/talk was meaningful, there were too many and it went on for too long. As a result the keynote speaker had to rush. I would have appreciated that she had more time to talk (while not adding more time to the event time). For example: the gospel choir was amazing but three song performances was a bit excessive.

Shorten the choir time

## Do you have any final thoughts?

I love this event. It's great to see so many great UO employees honored for their work and I enjoy the speeches and focused time on remembering and honoring Dr. King. Thank you for all your work to make it a great event!

Wonderful celebration for the whole university. Excellent organization from DEI.

The choir performance was very moving and inspiring! The whole event was wonderful, and felt like it brought people from all walks of life together to stand together for the same cause.

It would have been nice if the Keynote Speaker had more time, possibly having her earlier in the program would have been better, since some people had to leave before it was over.

Keep up the phenomenal work. Events like this feed the soul.

It was too long and too many people giving speeches. Try to find something more active for people at tables to do. With that said, everyone who talked was really excellent this year.

Thanks for putting on this event; wonderful to see so many people supporting this work and coming together. The message was positive and powerful; a focus on finding common ground through love is what we all need.

Excellent, touching, and moving program. It's empowering to know that so many people within the UO community are fighting hard for equality, tolerance, love and respect.

In previous years, the honorees were included in email communication leading up to the event, but to my knowledge, the honorees were not announced prior to the event this year. I attend the event annually, but there may be some folks who plan to attend because of specific

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honorees. Our department works closely with Barbara Marbury and I think a lot of folks would have liked to have been there to acknowledge her work had they been made award she was being honored.

This event was phenomenal. I loved how it incorporated students and student groups on campus doing this important work.

I really appreciate that this luncheon recognizes the people on our campus doing the daily work to make equity a reality, and this annual opportunity to honor Dr. King is a wonderful way of being in community with colleagues around the UO. Thank you for continuing to put on the luncheon.

Wonderful program! The DEI team consistently out does themselves. Bravo, colleagues!

In the past there have been student awards and it was unclear why there were no student awards this year.

Fantastic speaker, the best so far from the past years that I have been. Thanks for this event

I always leave the award luncheon feeling moved and genuinely inspired by the great work that is being done here and passion people bring to their social justice work. Thank you for the best 2 hours of my week!

I always come away from these events feeling optimistic and hopeful. These are dark times and it gives me strength to be with like-minded people. It is good to be reminded that MLK Jr. was all about love.

Wonderful keynote speaker. Powerful, dynamic, engaging presentation! The gospel choir did a fantastic job!

If the speaker Nina Turner speech was recorded. Will the university allow faculty to access the speech for research and teaching purposes?

There should be a student category to award student work/efforts along these lines. Overall, I was glad to attend and was glad to see the University highlight this work. The speakers were fantastic, and programming like this should be more widespread.

I'm appreciative of having the gospel choir for this event. They are wonderful! That said, I hope this is not the only time that the Gospel Choir is used for events on campus not related to MLK or DEI. It's a more powerful statement when we also present them outside of the month of January.

While I found the keynote speaker to be extraordinary, I was also deeply moved by the awards presentation. I absolutely loved how everything was linked to what was important to MLK. I

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loved how touched all the awardees were. I loved how everyone got a standing ovation. I felt it was a very moving event and the program was well done.

Interesting how the event morphs so much from year to year. That's good because the Rev. Dr. should not be allowed to become static. More Native American awareness. What happened to the student awards? Push the boundaries a little. Dignified is good and is respectful but Martin was confrontational. Nina Turner helped that dynamic but keep it up represented both through awardee and guest speaker choices.

The service was fantastic, I'd like to extend my thanks to the staff. I thought President Schill's words about our current political climate were relevant and necessary. I hear a lot of criticism of his work in the area of inclusion, but I agree with his stance on free speech. Curbing or banning unpopular speech, as has been demanded of him, is unacceptable. Having guests like Ta-Nehisi Coates, Maria Hinojosa, and now Nina Turner are great ways to speak to a community that doesn't feel heard. I encourage the University to continue holding excellent events as we have all through the months of January and February this year (like the "What's up with Whiteness" workshop, Conversations about Hair exhibit at Jordan Schnitzer). Also, I heard Nina Turner spoke with students about running for office after the event - let's have more of that! More of tomorrow's political leaders should be coming from the intellectual tradition that the UO creates!

I loved this event and was so happy to attend.

I appreciate the work that is recognized at this event each year. I wish there was a way to get even more of the campus community involved. I would love to see the event so large it had to move out of the Giustina Ballroom.

Overall, it was a great event. The student spoken word piece was amazing, and the award winners are inspiring. I think the President did a very good job, and the keynote was fun and inspirational.

Nina Turner was spectacularly inspiring - her focus on love, and changing the structural reasons why anyone would choose hate - is so needed today. Then Doneka. At first I thought it was mean to put anyone after Nina, I mean, who could follow that act. And then Doneka just blew us away. It was mind-blowingly great. I looked around and people had tears in their eyes. And Dennis Galvan was eloquent showing the global impact of MLK. I left fired up, and frustrated that all my students, all my colleagues hadn't been there to be part of it. It was truly the best MLK event I've been to. Thank you to everyone who worked to put that together!

Thank you for honoring the DWG, and for institutionalizing the importance of diversity on our campus.

(1) I really appreciated the student who read his own poem, and the students who ready the May Angelou poem. (2) The keynote should have been given more time.

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The President's remarks were well done.

This was the best one in the 4 years that I have been attending!

Thanks for putting it on!

It was classy from start to finish, and also run from a different cultural perspective -- I REALLY liked that part the best, because it highlighted some of the real diversity in "American Culture", and not by talking about it, but by just doing the event from a perspective that not everybody in the room gets a lot of exposure to (here in liberal, but really white, Eugene). I have spent big chunks of my life in other countries, working with people from a range of different ethnicities, but I have had much less opportunity here in my own country to participate in African American cultural events -- thanks for your generosity in hosting it in your own way and making space for us people who don't really know how to behave appropriately -- I think I am not alone in wanting to be a vocal, thoughtful ally when situations come up where I can use my words and intellectual history in debates and decision-making, but I think I can do this even better as I have more experiences like this, that help to bring my heart and spirit a little closer to the circle of good people I want to ally with.

The choir, keynote speaker and the spoken word person were definitely the best part of the event. It was great that the university decided to do a very nice and thoughtful event for such an important holiday. Thank you very much.

Great job! It gets better every year

I wish this event didn't end. What a great event celebrating the life of MLK Jr. and the many great people here at UO making a change. The choir was inspiring and felt like I was at church and Nina, the keynote was powerful and inspiring.

The keynote speaker was amazing!

Always appreciate this event. Particularly like to see the unknown hero's be awarded rather than those who are no surprise - not to infer those we know don't deserve to be awarded as well.

## Appendix 2 (comments about food)

### How do you think the luncheon could have been improved?

Honestly my only complaint was the special dietary restriction meal. I opted for gluten and dairy free, and understand that many different dietary restrictions had to be combined (vegetarian, etc.), but I was given a bowl of pasta, so I didn't feel confident that it was gluten free and was unable to eat it. There could either be better communication about what the meal is and what the dietary considerations actually are (gluten free, dairy free, vegetarian, vegan, etc.) so that people will know whether it is safe for them to consume or not without having to get up and go find someone to ask.

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Feedback for catering is to have their wait staff know what is being served so they can identify if salad dressing and dessert meet special dietary concerns.

The plated/serving situation was a bit awkward and distracting (servers ducking in front of speakers). However, I am not sure if a few buffet lines would be better...or not.

To make the lunch service go more smoothly, try a buffet with tables at either end of the ballroom.

Serve lunch buffet style before the event commences with healthier main entrees. The salad was lovely, however the chicken pasta was heavy and didn't taste good.

Our table was not served bread, when asked, the servers said that they ran out of bread. Maybe have the bread on the table alongside the salads. Catering service was somewhat slow.

The timing of the food service was unequal

Leaving space for lunch to be served

I think the food service was a little awkward. Many people at the table were hesitant to eat during the program. This was a good thing because the program was very moving and inspiring so there was no good time to dig into your meal. I would suggest maybe doing the meal before the program starts.

My other suggestion is to have lunch be served before the program or leave space in the program for attendees to enjoy lunch and chat with those at their table. This would eliminate some of the distracting clanking from the lunches being served and consumed and would give full attention to the speaker/presenter/or performer.

Don't serve UO catering pasta / if you request food preferences don't serve one meal for three issues. Had several lactose intolerant and gluten free people who were disappointed to have a vegetarian meal.